



Recommendation for Action

File #: 21-1578, **Agenda Item #:** 37.

3/25/2021

Posting Language

Approve a resolution relating to a reimagined cadet training academy for the Austin Police Department.

Lead Department

Management Services.

Additional Backup Information:

Beginning with the passage of Resolution No. 20201205-066, the City has marshalled a substantial array of resources to drive a comprehensive review of the Austin Police Department cadet training academy, and to define a reimagined cadet academy with the goal of refocusing the academy's overall training objectives, curriculum, and training techniques to align with Council policies and the expectations of Austin residents. These resources have included APD's own internal review processes; significant analysis and input from important community stakeholders such as the City-Community Task Force on Reimagining Public Safety and the Community Video Review Panel; the City's Office of Police Oversight and Equity Office; and in-depth reviews by professional subject matter experts such as Kroll Associates, Inc., The Peace Mill Research and Communications, Dr. Miguel Ferguson, Joyce James Consulting, and Dr. Sara Villanueva. City management has also listened keenly to the compelling testimony from many voices within our community who have expressed their frustration, anger, and concern about their past encounters with APD officers.

This Resolution is to approve a path forward to be led by the City Manager, but with input from many sources within and outside City government, that will envision, create, and implement a reimagined APD cadet training academy. The destination of this pathway is the first reimagined APD cadet academy, which is projected to start no later than June 7, 2021, but only if the academy can be designed and staffed to meet the objectives in the document titled "Blueprint for a Reimagined Police Cadet Training Academy," which is included in the backup materials for this item. These objectives include:

- addressing concerns about academy curriculum, training techniques, and overall learning objectives identified by Council and the community in the past;
- incorporating recommendations made to date from both Kroll and the APD's own reviews of the academy pursuant to Resolution 20201205-066;
- acknowledging the work of, and incorporating input from, the Community Video Review Panel, the City-Community Reimagining Public Safety Task Force, and other community members, as well as from our own Equity Office and Office of Police Oversight;
- serving as a launching point for real reforms to academy learning objectives, curriculum, and training that align with the public safety expectations of the Council and our community; and addressing the City's need to maintain adequate staffing within APD to ensure the safety and welfare of the public.

Strategic Outcome(s):

Government that Works for All; Safety.